



BEST PRACTICES FOR DEVELOPING CAREER PATHS IN THE CONSTRUCTION INDUSTRY

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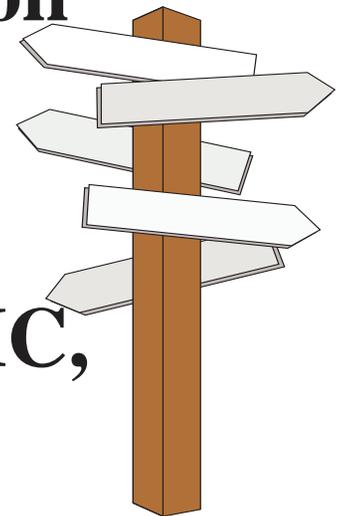
Laborers-AGC

Education & Training Fund



A Construction Craft Laborer (CCL) is part of a team working in one of North America's Largest Industry-CONSTRUCTION

- **US Construction Spending Averages 650 billion dollars/year**
- **Construction Workforce = 6.25 million**
- **Construction Employers fall into 26 categories (SIC - US Census Bureau)**
- **CCL are employed in almost every SIC, making them *THE MOST DIVERSE AND VESATILE WORKER***





*CCL participate in an industry
with a very broad career path
with numerous career options*



*CCL Career Path Begins in the
“VIRTUAL WORKPLACE”*

- **Appears to be unstable and unsecure**
- **Establishes a solid employment history with multiple employers**
- **Offers several employment options**
- **Promotes innovation and enhances productivity in the workplace**
- **Different methods/tactics are used, broadens problem-solving/improves productivity and increases options on the career path**



CCL Work Divided into THREE General Categories

- **Heavy/Highway and Utility Construction**
 - **Building Construction**
 - **Environmental Remediation**
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- It is Best to Gain Experience in *ALL THREE* Industries



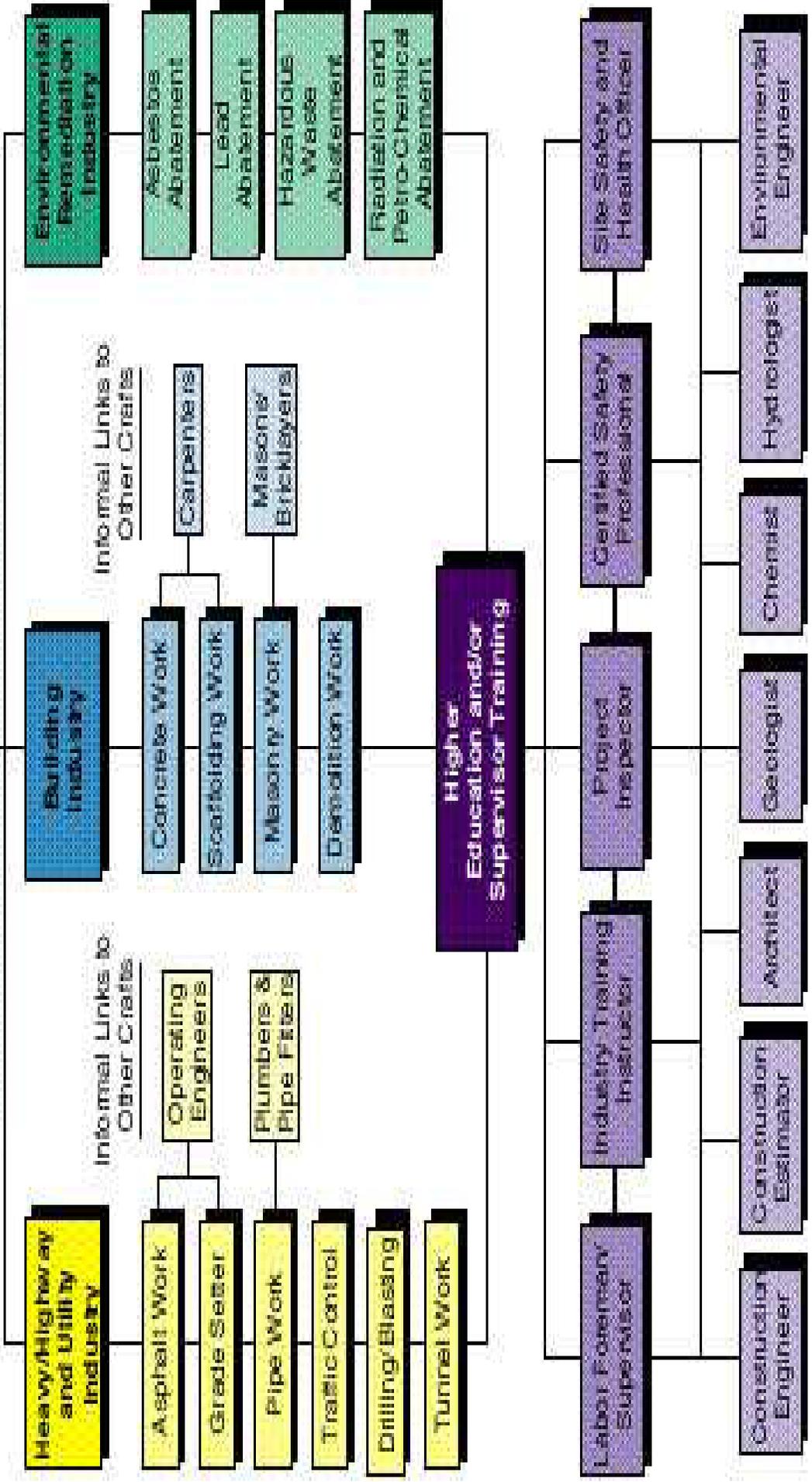
*The Variety of Work Tasks of the CCL
Leads to Informal Links to Career Paths In:*

- **Other Skilled Construction Crafts**
- **Construction Management**
- **Company Ownership**
- **Labor Union Leadership**
- **Industry Training and Education**
- **Construction Equipment/Materials
Manufacturing**
- **Higher Education**
 - **Safety Professionals**
 - **Construction Architecture**
 - **Engineering**

Apprentice

Journeyworker

Construction Craft Laborer



Currently Those Entering LIUNA Have TWO Entrance Options

- **JOURNEYMAN**

- Depends on level of skills
- New Entrant Assessment



- **APPRENTICE**

- 73 Programs
- 4,500 Apprentices
- 18 yrs/Physically Fit
- HS Diploma/GED
- Minimum 144 hrs Classroom Training
- 4,000 On the Job Training
- Reciprocity Agreement w/National Labor College (BS or Assoc)

BEST PRACTICES/CHALLENGES IN MWTP/BMWTP

- **Recruit for the Apprenticeship Program**
- **Joint Involvement of Local Union, Training Fund and CBO in Recruitment and Screening**
- **Pattern Program To Simulate Industry**
- **Plan Job Skills Training to Compliment Actual Jobs in Area**
- **Emphasize Laborers are the “Gateway” to all areas of the Industry**
- **Lifelong Learning/Continuous Training**



